

Abbas House

Executive Director / CEO

EIN **830305307**
 WY · NTEE T99Z
 FY ending 2024-12-31
June 9, 2026

This analysis benchmarks the total compensation of **Amy Hanson, Executive Director / CEO** (\$36,717) against **every comparable organization** that fit the selection criteria — **33** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **45th** percentile of comparable organizations within the typical range

Benchmarked executive: Amy Hanson — reported title “CEO”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR Organizations sharing the subject's NTEE classification (T99Z).

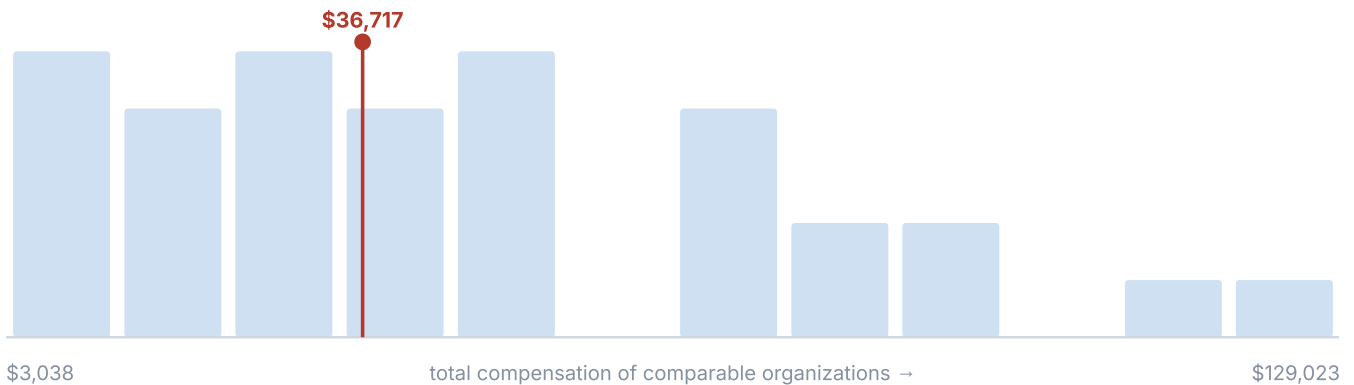
BUDGET Total revenue between \$149,473 and \$334,642 — 0.67x to 1.50x the subject's \$223,095 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (T99), nationwide + budget 0.67–1.5x revenue.

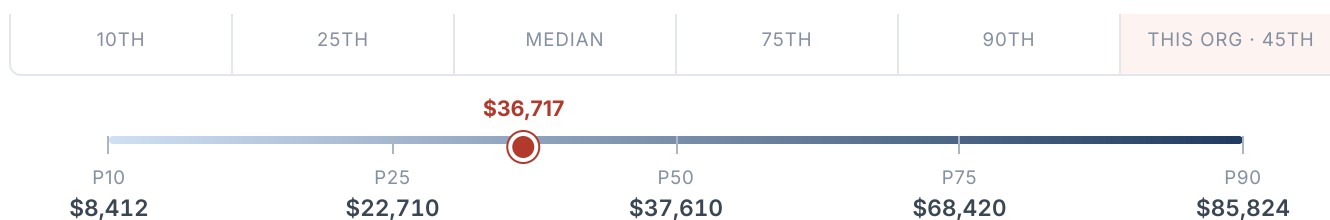
33 organizations qualified on sector, size, and geography

→ **33** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$8,412	\$22,710	\$37,610	\$68,420	\$85,824	\$36,717
---------	----------	----------	----------	----------	----------



■ Comparable organizations

Each figure is Form 990 Part VII columns D + F (reportable pay plus other compensation and benefits; column F may include amounts from related organizations), normalized to WY cost of living (BEA RPP, 2023) and to its filing year (CPI-U); the reported amount is on each linked 990.

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Responsibility	CA	\$222,654	Executive Dir.	\$160,000	\$129,023	2024
St Ann's Of Greater Rochester Inc	NY	\$224,599	President/ceo	\$78,615	\$66,341	2024
Opportunity Living Foundation	IA	\$216,595	Chief Executive Officer	\$10,609	\$10,848	2024
Operation True North	TX	\$231,825	Executive Dir.	\$51,637	\$48,237	2024
Mercy Health Care Foundation	IA	\$210,723	President & Ceo Chi Health	\$29,391	\$30,941	2023
Replanted Ministry	TX	\$236,771	Executive Director	\$40,000	\$37,366	2024
Liv Like A Unicorn	NJ	\$238,307	President & Ceo	\$24,000	\$20,602	2023
Penn-harris Madison Educational	IN	\$206,063	Executive Director	\$48,431	\$49,105	2023
Erasmus Neighborhood Federation Inc	NY	\$241,786	Executive Director	\$57,512	\$47,282	2025
Oak Harbor Educational Foundation	WA	\$201,511	Executive Director	\$40,013	\$34,443	2023
Futerman Supporting Foundation Inc	NY	\$198,507	Secretary	\$30,887	\$26,064	2024
Maeday Rescue Inc	CA	\$248,382	President	\$54,184	\$43,694	2024
Vermont Ski Museum Inc	VT	\$196,198	Executive Di	\$74,139	\$71,746	2023
Manchester Bidwell Development Trust	PA	\$196,004	President & Ceo	\$55,356	\$51,552	2024
Rebuilding Together- Anne Arundel	MD	\$253,648	Executive Director	\$43,077	\$37,610	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Kelly Cares Foundation	IN	\$260,576	Director Of Finance/treasurer	\$93,414	\$91,996	2024
Tma Properties Foundation Inc	FL	\$261,549	President	\$9,129	\$7,803	2025
Cedar Hill Cemetery Foundation Inc	CT	\$261,678	Executive Director	\$39,643	\$34,712	2024
Texas Nursery And Landscape Association Foundation	TX	\$182,483	Executive Director	\$17,738	\$16,570	2024
Philanthropy West Virginia Inc	WV	\$266,148	Pres. & Ceo (Ex-officio)	\$46,738	\$47,258	2024
Wings Educational Foundation	MO	\$267,115	Secretary	\$4,420	\$4,259	2025
Brighter Journeys	PA	\$178,611	President	\$32,500	\$31,161	2023
Evanstonkokie District 65 Educational	IL	\$267,731	Executive Director	\$95,191	\$87,395	2024
Grace Legacy Builders Inc	MI	\$168,161	President/di	\$79,622	\$76,748	2024
Red Lodge Fire Rescue Foundation	MT	\$165,522	Executive Dir.	\$67,968	\$68,420	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to WY cost of living and 2024 dollars. Click any organization to verify the figure on ProPublica.

■ Methodology

Comparable organizations were drawn from electronically filed IRS Form 990 returns and matched on sector (NTEE code), budget (a size-adaptive revenue band that tightens as the organization grows), and geography (same-state first, broadening only when too few peers qualify); every organization within the band forms the peer set. To compare fairly across regions and years, peer compensation is normalized to WY cost of living (BEA Regional Price Parities, 2023) and to the subject's filing year (CPI-U). The figure benchmarked is Form 990 Part VII, Section A, columns D + F — reportable pay plus other compensation, benefits, and deferred amounts (column F may include amounts from related organizations) — with the chief executive matched by role. Related-organization amounts (column E) and institutional trustees are excluded. Full methodology: peerbasis.org/methodology.

■ Sample, role match & sensitivity

PEER COUNT **33** organizations. Compensation range \$3,038–\$129,023; filing years 2023–2025.

SIZE BASIS	Matched on total revenue (\$223,095); for reference, expenses \$225,611 and assets \$423,105.
ROLE MATCH	Amy Hanson, reported title "CEO", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	10 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

Sensitivity — the subject's percentile under alternative compensation definitions:

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), cost-of-living + inflation adjusted — the PeerBasis default	45 th
Total compensation (D + F), as reported (no adjustments)	39 th
Reportable pay only (column D), adjusted	55 th
All sources (D + E + F), adjusted	24 th

If the percentile moves materially across these definitions, the result is sensitive to methodology choices, and the board should weigh which basis best fits its facts.

● Rebuttable presumption of reasonableness • 26 CFR 53.4958-6

Compensation paid by a tax-exempt organization is presumed reasonable — shifting the burden to the IRS — when three requirements are met. This report supplies the comparability data for the second. The board should record the following in its minutes *concurrently* with its decision:

Draft board minutes – executive compensation

1. The compensation of the Executive Director / CEO (Amy Hanson) was approved in advance by [the Board / Compensation Committee], composed of members with no conflict of interest with respect to the arrangement.
2. Prior to its determination, the authorized body obtained and relied upon appropriate comparability data, namely the PeerBasis Compensation Comparability Determination dated June 9, 2026, comparing compensation against 33 similarly situated organizations (Same NTEE sector (T99), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$36,717 is reasonable (approximately the 45th percentile of comparable organizations) and documented the basis for this determination concurrently, on [date], by a vote of [__ for / __ against].

Sources: IRS Form 990 e-file data (apps.irs.gov); IRS Business Master File (NTEE classification). Every figure traces to an original public filing — click any organization above to verify it on ProPublica. PeerBasis is a service of Prismind Analytics; its [methodology is published](#), was commissioned for independent adversarial review, and discloses its own limitations. This report is comparability

data to support a board's good-faith determination under IRC 4958; it is not legal or tax advice. Generated by PeerBasis on June 9, 2026.